

BOARD OF SUPERVISORS

Brown County



305 E. WALNUT STREET
P.O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

E-mail BrownCountyCountyBoard@co.brown.wi.us.

EXECUTIVE COMMITTEE

Mary Scray, Chair

Guy Zima, Vice Chair

Bernie Erickson, Tom Lund

Patrick Evans, Andy Nicholson, John Vander Leest

EXECUTIVE COMMITTEE

Wednesday, November 4, 2009

5:30 p.m.

**Room 200, Northern Building
305 E. Walnut Street**

****Please Bring Budget Book**
(Combined Regular & Budget Meeting)**

- I. Call meeting to order.
- II. Approve/modify agenda.
- III. Approve/modify minutes of October 12, 2009.

Comments from the Public

Communications

1. Communication from Supervisor Scray re: Request PD&T Consider Privatization for Planning Services for Brown County. (Referred from October County Board.)
2. Communication from Supervisor Andrews to develop a process, including a form to fill out, to articulate the factors that lead to the need for a budget transfer to cover shortfalls with a section to be filled out by our financial office indicating where funds can be taken from. This form should be presented along with the request for budget transfer, and included in our packets. (Referred from Administration Committee.)

Legal Bills

3. Review and Possible Action on Legal Bills to be paid.

Reports

4. County Executive.
 - a. Resolution re: LRB-1657/2 Regulating Self-Insured Health Plans.
5. Labor Negotiator Report.
 - a. Review Process Regarding Hiring Freeze Resolution.
6. Internal Auditor Report.
 - a. Update on Budget Projects Completed.
 - b. Other.
7. Board Attorney Report.
 - a. Driver's License Fraud Penalties.
 - b. Resolution re: Adopting a Policy Toward Customer Service.

Standing Item

8. Review Brown County requirements of ID when applying for any Social Services from the County. (Item to be discussed in December).

Resolutions, Ordinances

9. Ordinance re: To Amend "Schedule A – Records Retention Schedule – Personnel" Appended to Section 3.15 of the Brown County Code. (Referred from Administration Cmte).
10. Resolution re: Change in Table Organization Sheriff's Department (Transfer Accountant position from the Sheriff's Department to the Department of Administration.) (Referred from Admin & Public Safety Committees).
11. Resolution re: Change in Table of Organization Department of Administration/ Information Services.
12. **Closed Session:** pursuant to sec. 19.85(1)(e), Wis. Stats., for the purpose of deliberating or negotiating the purchase of public properties, investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session -- Patrick Engineering.
13. **Closed Session:** pursuant to sec. 19.85(1)(b), Wis. Stats., to consider an appeal of a discipline of a public employee.

BUDGET REVIEW

Nondivisional Budgets

14. County Executive – Review of 2010 department budget.

Nondivisional Budgets

15. Board of Supervisors - Review of 2010 department budget.

Resolutions, Ordinances

16. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Department of Administration*).
17. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Facility & Park Management Department*).
18. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Human Resources Department*).
19. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Museum*).
20. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Aging & Disability Resource Center*).
21. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Health Department*).
22. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Human Services Department*).
23. Resolution re: Approving new or Deleted Positions During the 2010 Budget Process. (*Sheriff's Department*).
24. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Planning and Land Services*).
25. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*Register of Deeds*).
26. Resolution re: Approving New or Deleted Positions During the 2010 Budget Process. (*UW-Extension*).
27. Such other matters as authorized by law.

Mary Scray, Chair

Attachments

Notice is hereby given that action by the Committee may be taken on any of the items, which are described or listed in this agenda. Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda. Word97/agendas/exec/October9_2009.doc

PROCEEDINGS OF THE BROWN COUNTY EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, October 12, 2009 in Room 200 of the Northern Building – 305 East Walnut Street, Green Bay, Wisconsin.

Present: Mary Scray, Guy Zima, Bernie Erickson, Pat Evans, Tom Lund,
Andy Nicholson, John VanderLeest.

Excused:

Also Present: Carole Andrews, Bob Heimann, Tom Hinz, Debbie Klarkowski, Jack Krueger,
John Luetscher, Fred Mohr, Jayme Sellen, Sara Perrizo, Lynn
VandenLangenberg, Don VanderKelen, Adam Warpinski, Lisa Wilson; Media
and Other Interested Parties.

I. Call meeting to order:

The meeting was called to order by Chair Scray at 6:00 p.m.

II. Approve/modify agenda:

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ERICKSON TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

III. Approve/modify minutes of September 9, 2009:

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ERICKSON TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public: NONE.

(Supervisor Nicholson arrived at 6:01 p.m.)

Communications

- 1. Communication from Supervisor Erickson re: Brown County should look at having drug offenders register their current addresses so residents have knowledge of who is living in their neighborhoods. (Referred from September County Board.):**
Supervisor Erickson stated that some of his constituents expressed concern as to who was living in the general area around them. He said he learned that there are a couple of websites and proposed holding this until the December meeting. He requested information from the District Attorney's office, or other appropriate departments, concerning this that could possibly be made public.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO HOLD THIS UNTIL THE DECEMBER MEETING AND HAVE THE DISTRICT ATTORNEY'S OFFICE GET ANY WEBSITES OR GATHER INFORMATION AS TO WHAT IS ALREADY OUT THERE. Vote taken. MOTION CARRIED UNANIMOUSLY.

- 2. Communication from Supervisor Scray re: Review Board's authority regarding hiring freeze of County employees. (Referred from September County Board):**
Chair Scray indicated that there has been some question as to what is the Board's authority and what is the County Executive's authority.

Attorney Fred Mohr said basically Wis. Stat. 59.22 authorizes the Board to "establish the number of employees in any department or office including deputies to elective officers." He continued by saying that Brown County Ordinance 2.12 gives the Executive Committee the authority to review any personnel actions in all county departments. He stated that obviously the County Board is the policy-making authority, so policy county-wide for a hiring freeze would be within the power of the County Board and not the County Executive. He said the County Executive would have the authority to implement any Board policy; therefore, in terms of individual positions, if the County Executive was holding back filling an individual position, that would be appropriate to the County Executive's authority.

Attorney Mohr continued by saying County Executive Hinz informed him that during the "Nussbaum Administration," Ms Nussbaum issued a directive similar to the one Executive Hinz issued; and for that reason Executive Hinz thought the authority had been researched and determined. Mr. Mohr indicated that after further discussion, Corporation Counsel agrees that this is the Board's authority. He said, "We have come to a consensus on that."

Supervisor Nicholson asked, "How much teeth does this have?" Mr. Mohr said, "A lot" and continued by saying Human Resources would not fill a position unless it comes before this Committee.

Supervisor Evans asked Executive Hinz why the hiring freeze was not mentioned at the Executive Committee meeting, and "the next day we kinda read about it in the paper." Executive Hinz said, "That was an oversight. I talked with HR (Human Resources) and they have a 2001 memo, and we just updated a 2001 memo." He explained that he felt this could help to make the Budget; and since any recommendations to delete or not fill positions would come back to this committee, there was not any intent to bypass the Board.

Supervisor Evans asked how many vacant positions there are. Debbie Klarkowski, Human Resources Director, said there were approximately three positions affected by this. Supervisor Evans said he could support a hiring freeze but does not want to support something "just for political motives." He indicated he was not certain a hiring freeze would make that much of an impact. He asked for a report back on how much will actually be saved and the positions that will be frozen.

Supervisor Lund clarified that this would not be a hiring freeze for 3 months; this would continue until the policy is overturned.

Supervisor Krueger stated that he does not have an objection to the hiring freeze. He opined that there already is a hiring freeze, and said, "It is a warm and fuzzy as far as I am concerned, because you are in total control of it already anyway."

Executive Hinz stated that currently when a vacancy arises, the position is analyzed to determine whether it is warranted or the responsibilities could be combined with another position to improve efficiency. He said he thinks any organization should decide whether a position should be filled rather than automatically filling it.

(Supervisor VanderLeest arrived at 6:13 p.m.)

(Supervisor Zima arrived at 6:14 p.m.)

Supervisor Zima said he understands that there is now an understanding between the Executive Branch and the Attorney that it is definitely a County Board's prerogative to institute a hiring freeze. He stated that this is not meant as a criticism of Executive Hinz, "but our Board does make the policy." He explained that in the past the Board did not

understand its rights and responsibilities and continued by saying the County Executive has every right to bring these ideas forward, but it needs to go through appropriate committee. He asserted that it is very important that "the separation of powers is recognized and adhered to."

Supervisor Zima indicated that sometimes the freezes are more "political gimmicks than they are part of a useful reality." He opined that "the list of exemptions was almost greater than what the request was for...so it makes for great show, but makes for very poor policy."

Bob Heimann, Director of Information Services, questioned an open position in his department for System Administrator and requested approval to continue with that search. Consensus was that Mr. Heimann would bring this request to the standing committee.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ERICKSON TO GO FORWARD WITH THE HIRING FREEZE FOR BROWN COUNTY WITH ALL POSITIONS GOING TO THE COMMITTEE AND THEN TO THE EXECUTIVE COMMITTEE FOR APPROVAL AND THEN GOING TO THE BOARD EXCEPT ANY 24/7 POSITIONS. Vote taken. MOTION CARRIED UNANIMOUSLY.

3. **Communication from Supervisor Clancy re: I would like the Public Safety Committee to be briefed at the November or December meeting re: the radio operability study, cost implementation, timing and funding mechanics. (Referred from September County Board.):**

A MOTION WAS MADE BY SUPERVISOR VANDER LEESE AND SECONDED BY SUPERVISOR NICHOLSON TO HOLD UNTIL DECEMBER PUBLIC SAFETY AND EXECUTIVE MEETINGS. Vote taken. MOTION CARRIED UNANIMOUSLY.

Legal Bills

4. **Review and Possible Action on Legal Bills to be paid:**

John Luetscher, Corporation Counsel, reported that there is only one case that Mr. Luetscher will have to take over; this case has been pending in the State Supreme Court for a few months. He instructed Mr. Kalny to close out this case; and in the event the appeal is heard, Mr. Luetscher will be taking over that case. The final bills for the other two matters have been received.

Chair Scray asked if Brown County had received more detail on the invoices from Mr. Kalny. Mr. Luetscher reported that the detail had not been received.

A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR NICHOLSON TO APPROVE ALL BILLS EXCEPT THOSE FOR DAVIS-KUELTHAU UNTIL MORE DETAIL COMES FORWARD. Vote taken. MOTION CARRIED UNANIMOUSLY.

Reports

5. **County Executive Report.**

- a. **Budget Status Financial Report for August 31, 2009:**

A MOTION WAS MADE BY SUPERVISOR NICHOLSON AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

6. Labor Negotiator Report:

Don VanderKelen, Labor Negotiator, said, "We are proceeding with them (the labor contracts) within the guidelines that the County Board gave us... We may end up with one or two unions going into interest arbitration largely because that's just the nature of the year. It won't make any difference with us fiscally."

No Action Taken.

6a. Update and Possible Action on Special Committee reviewing County Staffing:

Mr. VanderKelen had a report distributed (copy attached) and reviewed the report on the Operational Efficiency Subcommittee.

Supervisor Lund asked when the final report will be complete. He asked if this could be available for budget meetings. Mr. VanderKelen said he would be able to complete this in a couple of weeks and deferred to Supervisor Nicholson as Chair of that Subcommittee. Supervisor Nicholson stated that this is the goal, and that he thinks it will be ready.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO PUT THIS ON THE EXECUTIVE COMMITTEE'S NEXT MEETING FOR THE BUDGET. Vote taken. MOTION CARRIED UNANIMOUSLY.

7. Internal Auditor Report.

a. Budget Status Financial Report for August 31, 2009:

Supervisor Nicholson asked Sara Perrizo, Internal Auditor, the status of the restaurant at the Golf Course. He asked, "Are they up to par with us yet?" Mr. Heimann said the hardware has been installed; the software and training is being held until Scott Anthes, Superintendent of the Golf Course, returns to work. Ms. Perrizo said she will update the Committee and said she expects Mr. Anthes to be back mid-November.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

b. 2010 Audit Plan:

Chair Scray had previously asked Ms. Perrizo if she followed up with departments that had been audited; Ms. Perrizo reported that she does this on an ongoing basis.

Ms. Perrizo stated that the analysis of the budget is in a different format and requested feedback from the Committee. She added that she had been asked questions concerning the budget and will present this in report form.

A MOTION WAS MADE BY SUPERVISOR VANDER LEESE AND SECONDED BY SUPERVISOR NICHOLSON TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

8. Board Attorney Report.

a. Change in Ordinance Relating to Health and Dental Insurance After Retirement:

Mr. Mohr said that when reviewing the labor contracts it was noticed that the section concerning insurance after retirement was ambiguous. He indicated that this change does not change the practice; it merely clarifies the language. He continued by saying the language should become uniform in all the labor contracts.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO PROCEED FORWARD WITH THIS ORDINANCE. Vote taken. MOTION CARRIED UNANIMOUSLY.

b. Advisory Resolution – Citizenship/Legal Alien Requirement for Driver's License:

Supervisor Lund said the requirements already exist that proper documentation is required for driver's licenses. He wants to know how many illegal aliens with Wisconsin driver's licenses are stopped, how the driver's licenses are obtained, and whether or not there are any penalties for this. He said the law clearly states that this is prohibited and referenced the attached handout. He also asked what could be done as far as criminal penalties for those illegal aliens trying to obtain Wisconsin driver's licenses and also punishment to Wisconsin DOT (Department of Transportation) workers who give driver's licenses without proper documentation.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR NICHOLSON TO REFER TO ATTORNEY MOHR TO BRING BACK NEXT MONTH. Vote taken. MOTION CARRIED UNANIMOUSLY.

c. Resolution re: Adopting a Policy Toward Customer Service:

A MOTION WAS MADE BY SUPERVISOR VANDER LEEST AND SECONDED BY SUPERVISOR ZIMA TO APPROVE. No vote taken.

Supervisor Evans pointed out that there was no mention of represented employees. Mr. Mohr explained that this policy was difficult to write because it would be a judgment call by the department head or supervisor at the time; therefore, a lot of discretion would need to be included.

When Supervisor Evans asked if there were instances when a department would ask a customer to leave because it is 4:30p.m., Supervisor Vander Leest said it happened to him. Supervisor VanderLeest said there are salaried employees in the departments who work with the taxpayers. He added, "If someone's there and it's reasonable, I don't think they should be told to come back tomorrow and fill out that short sheet of paper."

Supervisor Evans said he thought this is more or less a "feel good resolution...and we have zero control over it." He indicated that it makes more sense to receive this and place on file. He expressed concern about those departments that have cash on hand when one person is in the department with a customer. He added that this is "almost an insult to the staff to put this through."

Supervisor Erickson said that he appreciates Mr. Mohr's efforts. He reported that he had never received a complaint nor had any of the members of the Board that he spoke with. He continued by saying this resolution is a "warm fuzzy feeling," but this is a slap in the face to our employees and department heads. He said he would not support this; "our departments that face the public every day do a very admirable job."

Supervisor Lund questioned the statement indicating that fiscal impact is "none." Instead, he opined that the fiscal impact should be "undetermined" in how much it will cost in overtime.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ZIMA TO AMEND THIS TO SAY FISCAL IMPACT UNDETERMINED. Vote taken. MOTION CARRIED UNANIMOUSLY.

Supervisor Zima said, "It really doesn't hurt to have a policy in place." He indicated that clarification was needed regarding the last paragraph: "...whereby its department heads and non-represented employees are directed to provide service to customers of Brown County after the close of normal business hours..." His concern was how this could be interpreted.

Supervisor Krueger stated that about 2 years ago, the Internal Auditor was directed to correct problems with cash handling. Ms. Perrizo has been working tirelessly to do this; and "now you're going to undo this." He continued by saying, "I wouldn't support this in a dream; because it's just counter-productive to what we have been trying to do."

Executive Hinz said customer service is stressed from the time a person is employed. He indicated that this should be evaluated on a case-by-case basis if a situation arises; and this has been happening all along.

Supervisor VanderLeest said he brought this forward and he will support referral. He said if there are people in an office working on county business, he does not think it is appropriate to tell them to come back the next day if the transaction could be completed in a short amount of time. He said in his case "it was 4:30 on the dot" when they closed the door behind him, and his transaction could have been completed in about 2 minutes.

Lisa Wilson, Clerk of the Courts, stated that she thinks Supervisor VanderLeest's issue occurred in her office. She reported that she personally asked Supervisor VanderLeest "to come back the next day once it was determined that you weren't able to write a check or pay cash for your transaction. I'm not permitted to take filings after 4:30 once my drawers are closed. I would have been more than happy to take your filing and wait for you to finish it if you had been able to give me cash or a check. I offered to do that. I do believe we provide good customer service. If I made an error in my judgment, I apologize; but just my opinion I believe that you are trying to make a policy in your own situation that maybe could have been prevented. Maybe I made a mistake, and I apologize."

Supervisor VanderLeest said he received similar feedback from others who have expressed the same frustration. He stated that there are other examples in other departments. He thinks it should be a uniform policy.

Supervisor Zima asked Lisa Wilson if the sole reason the decision was made was due to the fact that the customer did not have the money to pay for the transaction. Ms. Wilson said that is correct, and said any customer standing in line has the transaction completed. She said in this case the customer was "back in records." She said this department usually gives a 5-minute warning that financial transactions must be completed by 4:30; the drawers close at 4:30; the customer "went up at 4:32; he stayed in our office until 4:38 and that's when I could see that I couldn't complete the transaction and he was still filling out forms and I asked him to leave." She explained that she can not take a filing without the money and has very strict Wisconsin Statutes governing this. When Supervisor Zima asked about the examples of others mentioned by Supervisor VanderLeest, Ms. Wilson invited him to come in and watch the operation of the office any day. When asked by Supervisor Zima if there was always a

supervisory, non-represented employee in the office, Ms. Wilson replied that there is always a supervisor there to assist when the cash drawers are open. Supervisor Zima said, "So you're feeling it's an isolated event that had extenuating circumstances?" Ms. Wilson said, "Yes, and I take full responsibility for it; I'm the one that did it."

Supervisor Zima stated that he does not think it hurts to have this as part of Brown County policy and that it makes for better service to the public.

Supervisor Evans asked Ms. Wilson if this ordinance is passed, "how will this change the way your department does business?" Ms. Wilson said, "It won't." Supervisor Evans asked and Ms. Klarkowski replied that this would also not change the way Human Resources does business. Supervisor Evans indicated he is against referral.

Supervisor VanderLeest said "reasonable amount of time" should be defined; and he hopes it does change other departments' thinking.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR VANDER LEEST TO REFER THIS BACK TO ATTORNEY MOHR. Vote taken. Ayes: 5 (Lund, Nicholson, Scray, VanderLeest, Zima); Nays: 2 (Erickson, Evans). MOTION CARRIED.

- d. **Ordinance re: To Adopt Subsection (3)(e) of 2.03 of the Brown County Code Entitled Organization, Policy and Authority of the Brown County Board of Supervisors:**

Supervisor Zima expressed concern regarding the wording, "The County Board may delegate the authority to approve all such contracts to its standing Executive Committee."

A MOTION WAS MADE BY SUPERVISOR ZIMA AND SECONDED BY SUPERVISOR VANDER LEEST TO AMEND THIS BY DELETING THE LAST SENTENCE. Vote taken. MOTION CARRIED UNANIMOUSLY.

- e. **Ordinance re: To Amend a Portion of the Subsection (2) of Section 4.79 of the Brown County Code Entitled "Short Term Disability Leave":**
Mr. Mohr stated that this was addressed in Item No. 8a.

No Action Taken.

At this point Mr. Mohr reported that a decision was finally received from Judge Hammer in the Oneida Hobart case, and Brown County won that case. Brown County will be awarded statutory attorney's fees. Mr. Mohr added that Hobart may appeal this decision.

Chair Scray asked Mr. Mohr if there were layoffs expected in the Budget. Executive Hinz said there are 13 positions being deleted, but not everyone is laid off. He continued by saying that in Human Services alone there are roughly 11 filled positions that would be vacated.

Standing Item

9. **Review Brown County requirements of ID when applying for any Social Services from the County:**

Chair Scray reported that she met with the departments and that Brown County's "hands are tied because of the Federal Government." Chair Scray said the only reason Brown County is catching any fraud is Brown County has a Fraud Department, while some of the other counties do not. She stated that she is continually working on this.

Supervisor VanderLeest said he was told that the county should use the SAVE (Systemic Alien Verification for Entitlement) system and he will obtain additional information. Chair Scray responded that the county is using both the SAVE system and the CARES (Client Assistance for Re-employment and Economic Support) program.

Supervisor Lund asked that since this is pass-through dollars, why isn't the cost of investigation pass-through dollars? Chair Scray said this is a rhetorical question, and there is no good answer for that. She continued by saying the Federal Government has recently extended the time that a person must provide documentation from 30 to 90 days. She stated that this means a person could receive emergency services for 90 days without providing documentation. Chair Scray said, "It's set up to fail."

Supervisor Lund opined that there should be a resolution forwarded indicating that fraud investigation should be included in the Federal Budget and should be passed through to the counties, so counties are encouraged to investigate fraud. He added that "Anybody that would vote against something like that obviously wants fraud." He said he would work on this and bring it forward to this Committee.

Chair Scray expressed appreciation to Supervisor Lund. However, she voiced concern about giving the Federal Government more power and indicated that she preferred giving the power back to the local level.

Supervisor VanderLeest said he would continue to work on this and perhaps schedule a presentation to this Committee for December or January.

Supervisor Zima stated that he felt there was a resistance on the part of the staff to encourage the intake people to write up any suspicions. He thinks the staff should be encouraged to inform the Fraud Investigations Department of any suspicions. He suggested bringing the staff before the Committee.

Supervisor Lund reported that he was told by the previous head of Fraud Investigation that "this department now is hand-tied in this because they are not getting any support from the supervisor in that area." He continued by saying the same person told him Marinette County does not have as much problem with fraud because Marinette County investigates fraud to the fullest. He continued by saying, "If people can't get welfare dollars, they're not going to move into Brown County... If you investigate fraud to the fullest matter, you will not have the problems that you have currently."

Supervisor Zima said it should be a priority for the department to be on the alert and investigate anything that is thought to be suspicious. He continued by saying there is nothing against the law for that.

Chair Scray expressed appreciation for all the comments and said she will continue to report on this.

A MOTION WAS MADE BY SUPERVISOR NICHOLSON AND SECONDED BY SUPERVISOR ERICKSON TO HOLD UNTIL DECEMBER. Vote taken. MOTION CARRIED UNANIMOUSLY.

Resolution, Ordinances

A MOTION WAS MADE BY SUPERVISOR EVANS AND SECONDED BY SUPERVISOR ERICKSON TO SUSPEND THE RULES AND TAKE ITEMS NO. 10 THROUGH NO. 22 TOGETHER. Vote taken. MOTION CARRIED UNANIMOUSLY.

10. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Eaton for the Statewide Voter Registration System (SVRS):
11. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Holland for the Statewide Voter Registration System (SVRS):
12. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Humboldt for the Statewide Voter Registration System (SVRS):
13. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Lawrence for the Statewide Voter Registration System (SVRS):
14. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Morrison for the Statewide Voter Registration System (SVRS):
15. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of New Denmark for the Statewide Voter Registration System (SVRS):
16. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Pittsfield for the Statewide Voter Registration System (SVRS):
17. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Glenmore for the Statewide Voter Registration System (SVRS):
18. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Green Bay for the Statewide Voter Registration System (SVRS):
19. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Rockland for the Statewide Voter Registration System (SVRS):
20. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Town of Wrightstown for the Statewide Voter Registration System (SVRS):
21. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Village of Denmark for the Statewide Voter Registration System (SVRS):
22. Resolution re: Supporting the 2010-2011 Memo of Understanding between Brown County and the Village of Pulaski for the Statewide Voter Registration System (SVRS).
(Motion at Administration Cmte: To Approve.):

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ERICKSON TO APPROVE ITEMS NO. 10 THROUGH NO. 22. Vote taken. MOTION CARRIED UNANIMOUSLY.

23. **Resolution re: highway Department Change to Table of Organization: Delete (1.0 FTE) Chief Blacksmith and Create 1.0 FTE 1st Mechanic. (*Motion at PD&T Cmte: To approve.*):**

A MOTION WAS MADE BY SUPERVISOR ERICKSON AND SECONDED BY SUPERVISOR EVANSTO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

24. **Ordinance re: To Repeal and Re-Create Sec. 8.08 "Pets" of Chapter 8 of the Brown County Code Entitled "Parks and Recreation Facilities." (*Motion at Ed & Rec Cmte: To change the wording in Section 1, Subsection (2) to: The Facility and Park Management Department will designate areas of public parks and recreational trails to be on-leash or off-leash "Dog Exercise Areas" subject to the Department's rules and regulations and as approved by the Brown County Board of Supervisors.*):**

Supervisor VanderLeest reported that this ordinance is to clean up the language to allow the staff to write citations.

A MOTION WAS MADE BY SUPERVISOR VANDER LEEST AND SECONDED BY SUPERVISOR ERICKSON TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

Other

25. **Such other matters as authorized by law:**

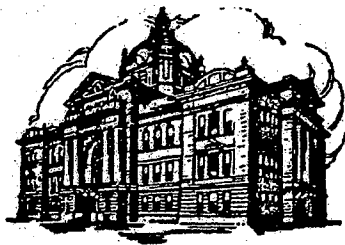
Chair Scray asked that her apology to Supervisor Warpinski be noted in the Minutes; because Supervisor Warpinski's communication should have been included on this Agenda. She said it will be included on the November agenda.

Supervisor VanderLeest asked for clarification of the date for the follow-up County Board Budget Meeting. Conversation ensued. No action taken.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR ERICKSON TO ADJOURN AT 7:44 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY.

Respectfully submitted,

Lisa M. Alexander
Recording Secretary



**BROWN COUNTY
BOARD OF SUPERVISORS
COURT HOUSE
GREEN BAY, WISCONSIN**

5e
to: Planning &
Exec. Comm.

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date: 10/21/09

Agenda No. : _____

Motion from the Floor

I make the following motion: _____

Request PD&T consider Privatization
for Planning Services for Brown County

Signed: _____

District No.: _____

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

BOARD OF SUPERVISORS

Brown County



126.

BROWN COUNTY
BOARD OF SUPERVISORS
GREEN BAY, WISCONSIN

Meeting Date: Sept. 16, 2008

Agenda No.: 10f

Motion from the Floor

I make the following motion:

To develop a process, including a form to fill out, to articulate the factors that lead to the need for a budget transfer to cover shortfalls, with a section to be filled out by our financial officer indicating where funds can be taken from. This form should be presented along with the request for budget transfer, and included in our packets.

Signed: Carol L. Andrew

District No. 15

(Please deliver to County Clerk after motion is made for recording into minutes.)

Board more accountable to the budget process. Hoeft responded that looking at the budget to watch the bottom line is fine and is an easy way to measure if they are successful, as long as they don't go over the bottom line, but it doesn't have anything to do with if they are being efficient or effective in doing what they say they are doing.

A MOTION WAS MADE BY SUPERVISOR WILLIAMS AND SECONDED BY SUPERVISOR THEISEN TO HOLD FOR ONE MONTH. Vote taken. MOTION CARRIED UNANIMOUSLY.

Supervisor Hoeft arrived at 5:49 p.m.

3. Communication from Supervisor Andrews to develop a process, including a form to fill out, to articulate the factors that lead to the need for a budget transfer to cover shortfalls with a section to be filled out by our financial office indicating where funds can be taken from. This form should be presented along with the request for budget transfer, and included in our packets.

Supervisor Andrews sensed that too much discretion is being allowed and the department heads are guessing what the Supervisors want to hear. She would like to see that when there is a problem, such as budget shortfall, that departments are asking themselves, what do the supervisors need to know in order to see that this is corrected in the future. Andrews felt that department heads could pull up their budget and note what areas they are over in. This would give the committee members more detail and a list of expectations. More info would also allow staff to have what they need in order to answer questions from the committee. She suggested forwarding this to the finance department first to have Director of Administration, Lynn Vanden Langenberg, make reference of where money can be taken from. This will give the committees the information they need before them to make decisions and handle things expeditiously. She felt this would also allow everyone to figure out a process figuring out what it is that everyone needs to know. Andrews would like for supervisors to give their input, whether it be through a questionnaire as to what information they would like to know.

Supervisor Williams questioned what would happen if the department head is not in attendance. Andrews responded that if they set expectations that in order for the committee to make a decision, they need the information requested and if staff is not available, then the item should be held. Unless it was an emergency, to move forward, the committee needs to be provided with good information where the committee was able to make a good decision. Good information leads to good decisions.

Supervisor Theisen agreed with the statement, more info the better it is to make a decision.

Chair Lund stated that this was the intent when they requested each department to provide a monthly budget status financial report. He felt that these reports have become a set of numbers and people have not owned up the fact that they are going to be over budget. He felt that if anyone is over budget in any area that it needs to be red flagged. The departments need to state why they are over and explain what they are going to do to try to get back into budget, possibly working with another department that is under budget to balance the books ahead of time. This will decrease the need to take money out of the general fund.

A MOTION WAS MADE BY SUPERVISOR WILLIAMS AND SECONDED BY SUPERVISOR THEISEN TO REFER THIS COMMUNICATION TO EACH STANDING COMMITTEE. Vote taken. MOTION CARRIED UNANIMOUSLY.

A MOTION WAS MADE BY SUPERVISOR WILLIAMS AND SECONDED BY

**ATTORNEY BILLS SUBMITTED TO THE EXECUTIVE COMMITTEE
FOR NOVEMBER 2, 2009 MEETING FOR APPROVAL AND PAYMENT**

LAW FIRM	INVOICE NUMBER	DATE	AMOUNT	FOR
Atty. Frederick Mohr	4489	9/30/2009	\$918.75	Corporation Counsel, Miscellaneous, Hobart Suit
				Prisoner Transport, 1901E, Van Vonderen, Sheriff's Dept. (Adams/Lantagne), Teamsters, Library, Telecommunicators, Medical Examiners
	4490	9/30/2009	\$2,437.50	
Michael, Best & Friedrich	1080005	10/8/2009	9,900.50	API and NCR v. George A. Whiting, et al
	1080004	10/8/2009	2,662.50	Environmental Matters
Davis & Kuelthau	309093	6/24/2009	279.50	Land Conservation Violations
	309094	6/24/2009	172.00	Housing Discrimination Complaint
	309095	6/24/2009	2495.07	Sheriff Transport Officers
	310109	7/20/2009	365.50	Land Conservation Violations
	310110	7/20/2009	201.05	Sheriff Transport Officers
	311436	8/24/2009	43.00	Housing Disc. Complaint
		TOTAL -----	\$19,475.37	

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

RECEIVED

OCT 02 2009

HUMAN RESOURCES

BROWN COUNTY
C/O DEBBIE KLARKOWSKI
PO BOX 23600
GREEN BAY WI 54305-3600

Page: 1
September 30, 2009
Account No: 2646M

Corp. Counsel

Current
Work

Corporation Counsel

0

~~\$2,384.03~~

Miscellaneous

879.75

~~\$1,084.75~~

Hobart Suit

39.00

~~\$4,891.50~~

Corp.
Counsel

\$918.75

\$8,360.28

Interest accrues at the rate of 1% per month on all balances over 30 days.

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY
C/O DEBBIE KLARKOWSKI
PO BOX 23600
GREEN BAY WI 54305-3600

Page: 1
September 30, 2009
Account No: 2646-0M
Statement No: 4489

Corporation Counsel

Previous Balance

~~\$2,384.03~~

Balance Due

~~\$2,384.03~~

Account No: 2646-5M
Statement No: 4489

Miscellaneous

Previous Balance

~~\$205.00~~

	Hours	
Review of Garrity Documents	0.30	58.50
Telephone Conference with Attorney Lindner	0.20	39.00
Attention to Letter from Attorney Nicks	0.20	39.00
Letter to Lamers	0.20	39.00
Attention to Letter from Lamers	0.20	39.00
Telephone Conference with Attorney Nicks	0.20	39.00
Telephone Conference with Cleo	0.20	39.00
Preparation for Highway Appeal	1.00	195.00
Attendance at Board Meeting	1.80	351.00
Telephone Conference with Ullmer	0.20	39.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY

Miscellaneous

Page: 2

September 30, 2009

Account No: 2646-5M

Statement No: 4489

For Current Services Rendered	4.50	877.50
Fax Machine Expense		2.25
Total Expenses		2.25
Total Current Work		879.75
Balance Due		\$1,084.75

Account No: 2646-6M
Statement No: 4489

Hobart Suit

Previous Balance		\$4,852.50
Attention to Letter from Attorney Bittorf	Hours 0.20	39.00
For Current Services Rendered	0.20	39.00
Total Current Work		39.00
Balance Due		\$4,891.50
Total Balance Due		\$8,360.28

Interest accrues at the rate of 1% per month on all balances over 30 days.

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

RECEIVED

OCT 02 2009

HUMAN RESOURCES

BROWN COUNTY HUMAN RESOURCES
C/O KAY LENZEN
305 EAST WALNUT STREET
GREEN BAY WI 54301

Page: 1
September 30, 2009
Account No: 2647M

HR

Current
Work

Prisoner Transport	0	\$39.00
1901E	175.50	\$214.50
Van Vonderen	0	\$721.50
Sheriff's Dept. (Adams/Lantagne)	1716.00	\$2,535.00
Teamsters	0	\$1,209.00
Library	0	\$1,482.00
Telecommunicators	78.00	\$156.00
Medical Examiners	<u>468.00</u>	\$507.00
	HR	<u><u>\$2437.50</u></u>
		<u><u>\$6,864.00</u></u>

Interest accrues at the rate of 1% per month on all balances over 30 days.

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES
C/O KAY LENZEN
305 EAST WALNUT STREET
GREEN BAY WI 54301

Page: 1
September 30, 2009
Account No: 2647-1M
Statement No: 4490

Prisoner Transport

Previous Balance

~~\$39.00~~

Balance Due

~~\$39.00~~

Account No: 2647-2M
Statement No: 4490

1901E

Previous Balance

~~\$39.00~~

Review of Burke File

Hours	
0.50	97.50

Attention to Letter from Arbitrator
Letter to Arbitrator

0.20	39.00
0.20	39.00

For Current Services Rendered

0.90	175.50
------	--------

Total Current Work

175.50

Balance Due

~~\$214.50~~

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Van Vonderen

Page: 2

September 30, 2009

Account No: 2647-3M

Statement No: 4490

Previous Balance

~~\$721.50~~

Balance Due

~~\$721.50~~

Account No: 2647-4M
Statement No: 4490

Sheriff's Dept. (Adams/Lantagne)

Previous Balance

~~\$819.00~~

	Hours	
Preparation for Arbitration	1.00	195.00
Attention to Letter from Gossage	0.20	39.00
Preparation for Arbitration	1.00	195.00
Telephone Conference with Gossage	0.20	39.00
Review of Investigation	1.50	292.50
Conference with Konrath	0.50	97.50
Telephone Conference with Schrift	0.20	39.00
Conference with Schrift	0.60	117.00
Attention to Letter from Attorney Cermele	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Telephone Conference with Attorney Cermele	0.20	39.00
Telephone Conference with Attorney Cermele	0.20	39.00
Telephone Conference with Gossage	0.20	39.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Sheriff's Dept. (Adams/Lantagne)

Page: 3

September 30, 2009

Account No: 2647-4M

Statement No: 4490

	Hours	
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Telephone Conference with Gossage	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Letter to Debbie	0.20	39.00
Letter to Arbitrator	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Attention to Letter from Attorney Cermele	0.20	39.00
For Current Services Rendered	8.80	1,716.00
Total Current Work		1,716.00

Balance Due

~~\$2,535.00~~

Teamsters

Account No: 2647-5M
Statement No: 4490

Previous Balance

~~\$1,209.00~~

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Teamsters

Page: 4

September 30, 2009

Account No: 2647-5M

Statement No: 4490

Balance Due

~~\$1,209.00~~

Account No: 2647-7M
Statement No: 4490

Library

Previous Balance

~~\$1,482.00~~

Balance Due

~~\$1,482.00~~

Account No: 2647-8M
Statement No: 4490

Telecommunicators

Previous Balance

~~\$78.00~~

Letter to Kirchman

	Hours	
Letter to Kirchman	0.20	39.00

Attention to Letter from Kirchman

Attention to Letter from Kirchman	0.20	39.00
-----------------------------------	------	-------

For Current Services Rendered

For Current Services Rendered	0.40	78.00
-------------------------------	------	-------

Total Current Work

78.00

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Telecommunicators

Page: 5

September 30, 2009

Account No: 2647-8M

Statement No: 4490

Balance Due

~~\$156.00~~

Account No: 2647-9M

Statement No: 4490

Medical Examiners

Previous Balance

~~\$39.00~~

	Hours	
Attention to Letter from Etten	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Attention to Letter from Etten	0.20	39.00
Letter to Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
Review of E-mails	0.40	78.00
Telephone Conference with Debbie	0.20	39.00
Attention to Letter from Arbitrator	0.20	39.00
Letter to Arbitrator	0.20	39.00
For Current Services Rendered	2.40	468.00

Total Current Work

468.00

Balance Due

~~\$507.00~~

In Account With

FREDERICK J. MOHR LLC

ATTORNEY AT LAW

414 East Walnut Street, Suite 101, P.O. Box 1015, Green Bay, WI 54305-1015

Tel: (920) 437-5441 Fax: (920) 437-5443

BROWN COUNTY HUMAN RESOURCES

Medical Examiners

Page: 6

September 30, 2009

Account No: 2647-9M

Statement No: 4490

Total Balance Due

\$6,864.00

Interest accrues at the rate of 1% per month on all balances over 30 days.

IN ACCOUNT WITH

MICHAEL BEST

& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

John F. Luetscher
Brown County Corporation Counsel
Northern Building - Room 680
305 East Walnut Street
PO Box 23600
Green Bay, WI 54305-3600

RECEIVED BY

OCT 09 2009

Brown County
Corporation Counsel

Client: 018236

October 8, 2009

Invoice No. 1080004

EIN 39-0934985

Due Upon Presentation
Return Upper Portion with Payment

Invoice No. 1080004

For Professional services rendered through September 30, 2009, as follows:

Matter: 018236-0009 Environmental Matters

9/16/09	L Bochert	Receive and review letter from EPA to Army Corps of Engineers regarding Corps maintenance dredging for 2009; discuss same with Mr. Haen as well as Harbor Commission's direction to him to draft letter to EPA and DNR expressing need to resolve maintenance dredging issue for 2010; email communications with DACrass and IAPitz regarding same.	1.00	\$375.00
9/18/09	L Bochert	Confer with IAPitz regarding next steps in revising draft letter from Harbor Commission to federal agency representatives regarding 2010 maintenance dredging schedule.	0.30	\$112.50
9/23/09	L Bochert	Review draft letter prepared by Mr. Haen at request of Harbor Commission regarding dredging program for 2010; discuss proposed revisions to same with IAPitz; prepare draft revisions and forward to IAPitz and DACrass for their final review.	2.50	\$937.50
9/28/09	L Bochert	Telephone conversation with Mr. Haen to discuss draft letter to Messrs. Killian and Hahnenberg regarding dredging issues in the navigation channel; confer with IAPitz with respect to same; leave voice mail message for Mr. Haen providing additional information from conversation with IAPitz.	1.50	\$562.50
9/30/09	L Bochert	Complete review of materials relevant to mitigation banking concept and potential for Cat Island to fulfill mitigation bank requirements; telephone conversation with Mr. Haen to propose appropriate next step is to meet with agency personnel to discuss possible options.	1.80	\$675.00
Total Hours			7.10	
Total Services				\$2,662.50

MICHAEL BEST

& FRIEDRICH LLP

IN ACCOUNT WITH

MICHAEL BEST
& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

Client: 018236

Page 2

October 8, 2009
Invoice No. 1080004

Matter: 018236-0009 Environmental Matters

Total This Matter	\$2,662.50
Balance from previous statement	\$3,675.00
Payments received	0.00
Current Balance	<u>\$6,337.50</u>

MICHAEL BEST
& FRIEDRICH LLP

IN ACCOUNT WITH

MICHAEL BEST

& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

John F. Luetscher
Brown County Corporation Counsel
Northern Building - Room 680
305 East Walnut Street
PO Box 23600
Green Bay, WI 54305-3600

Client: 018236

October 8, 2009
Invoice No. 1080005

EIN 39-0934985

Due Upon Presentation
Return Upper Portion with Payment

Invoice No. 1080005

For Professional services rendered through September 30, 2009, as follows:

Matter: 018236-0044 API and NCR v. George A. Whiting, et al.

9/1/09	I Pitz	Review recent case filings.	0.80	\$300.00
9/4/09	S Kuhl	Index/Code production documents.	2.00	\$120.00
9/8/09	I Pitz	Read discovery motion papers filed by Menasha Corp. and Appleton Papers and other recent filings.	1.30	\$487.50
9/9/09	I Pitz	Read correspondence regarding de minimus party settlement.	0.50	\$187.50
9/9/09	D Crass	Review revised de minimis consent decree and cover email regarding same; review against past calculations on PCV volumetric calculations in settlement discussions with Federal Government; office conference with AJWildeman providing assignment regarding same; prepare email communication to Attorney Luetscher regarding follow up.	1.50	\$637.50
9/9/09	A Wildeman	Conference with DACrass regarding revisions to de minimis consent decree and research assignment regarding same.	0.20	\$38.00
9/11/09	S Kuhl	Index/Code documents.	4.00	\$240.00
9/15/09	A Wildeman	Begin reviewing notes and prior settlement correspondence between Army Corps of Engineers and Brown County; review proposed revised de minimis settlement consent decree to determine how federal government is valuing discharges of PCBs incrementally for purposes of settlement agreements.	3.30	\$627.00
9/16/09	D Crass	Review correspondence from USEPA regarding dredging activities and cover email communication from LHBochert regarding same; prepare response to same.	0.50	\$212.50
9/16/09	I Pitz	Review correspondence from EPA regarding dredging issues and LHBochert's email memorandum regarding same; discussion regarding same with LHBochert.	0.70	\$262.50

MICHAEL BEST

& FRIEDRICH LLP

IN ACCOUNT WITH

MICHAEL BEST

& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

Client: 018236

Page 2

October 8, 2009

Invoice No. 1080005

Matter: 018236-0044 API and NCR v. George A. Whiting, et al.

9/17/09	A Wildeman	Continue reviewing documentation on alleged discharges of PCBs into Fox River and de minimis settlement consent decree to try and determine value that federal government is placing on certain discharges into Fox River; draft summary email to DACrass regarding same.	0.40	\$76.00
9/18/09	S Kuhl	Index/Code documents.	4.00	\$240.00
9/18/09	I Pitz	Review letter from Dean Haen regarding Harbor Commission's position on dredging issues; discussion regarding same with LHBochert; review recent case filings and correspondence including stipulation and protective order concerning lab notebooks and various motions to compel.	3.30	\$1,237.50
9/21/09	I Pitz	Revise letter from Dean Haen regarding Port Commission's position on dredging restrictions.	4.50	\$1,687.50
9/22/09	I Pitz	Read United States' motion for summary judgment on Phase I; review and sign protective order stipulation.	1.70	\$637.50
9/22/09	R Exum	Continue to index production documents from client.	1.30	\$182.00
9/24/09	D Crass	Review and revise two letters regarding the U.S. Department of Justice.	0.50	\$212.50
9/24/09	I Pitz	Discussion with LHBochert regarding letter from Port of Green Bay Harbor Commission; revise letter; draft separate letter to Attorney Levin regarding same.	1.30	\$487.50
9/25/09	S Kuhl	Index/Code documents.	4.00	\$240.00
9/25/09	D Crass	Review and suggest revisions to letters to USACOE and USDOJ.	0.50	\$212.50
9/28/09	I Pitz	Read revised Haen letter; revise letter to Levin.	0.90	\$337.50
9/30/09	I Pitz	Read various briefs filed in support of and opposing summary judgment motions.	3.30	\$1,237.50

Total Hours 40.50

Total Services \$9,900.50

MICHAEL BEST

& FRIEDRICH LLP

3

IN ACCOUNT WITH

MICHAEL BEST
& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

Client: 018236

Page 3

October 8, 2009
Invoice No. 1080005

Matter: 018236-0044 API and NCR v. George A. Whiting, et al.

Total This Matter	\$9,900.50
Balance from previous statement	\$25,748.24
Payments received	0.00
Current Balance	<u>\$35,648.74</u>

MICHAEL BEST
& FRIEDRICH LLP

IN ACCOUNT WITH

MICHAEL BEST
& FRIEDRICH LLP

One South Pinckney Street
P.O. Box 1806
Madison, Wisconsin 53701-1806
FAX 608.283.2275
Telephone 608.257.3501

Michaelbest.com

Client: 018236

Page 4

October 8, 2009
Invoice No. 1080005

Matter: **018236-0044** **API and NCR v. George A. Whiting, et al.**

ATTORNEY BREAKDOWN

Attorney	Title	Hours Worked	Billed Per Hour	Bill Amount
A Wildeman	Associate	3.9	\$190.00	\$741.00
D Crass	Partner	3	\$425.00	\$1,275.00
I Pitz	Partner	18.3	\$375.00	\$6,862.50
R Exum	Paralegal	1.3	\$140.00	\$182.00
S Kuhl	Litigation Asst	14	\$60.00	\$840.00
Totals		40.50		\$9,900.50

MICHAEL BEST
& FRIEDRICH LLP



DAVIS | KUELTHAU

attorneys at law

111 East Kilbourn, Suite 1400

Milwaukee, WI 53202-6613

414-276-0200

BROWN COUNTY

PERSONAL & CONFIDENTIAL

ATTN: MS. DEBORAH KLARKOWSKI, ANALYST

305 E. WALNUT STREET

P.O. BOX 23600

GREEN BAY, WI 54305-3600

RECEIVED BY

JUL 9 2009

Brown County
Corporation Counsel

June 24, 2009

Invoice 309093

Page 1

Corp. Counsel

For Services Through May 31, 2009

Our Matter # 18852.02658

LAND CONSERVATION VIOLATIONS

5/3/09	Review and response to e-mail from Michael Best on media statement; email to client on same.				
	James M. Kalny	0.30 hrs.	215.00/hr	\$	64.50
5/6/09	E-mails with DNR regarding their direction on the press release and its content.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
5/11/09	E-mails with Mr. Hafs on appropriate release person from County and procedure for press release now that DNR has determined to allow the County to do the release.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
5/26/09	E-mail to Mr. Hafs on DNR participation-mail to DNR and Michael Best enclosing final drafts and confirming them for execution and delivery; e-mail to Mr. Hafs on DNR participation.				
	James M. Kalny	0.40 hrs.	215.00/hr	\$	86.00
5/28/09	E-mails to DNR and Michael Best confirming final agreement and requesting executed documents.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
	Total Fees for Professional Services.....			\$	279.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.



DAVIS | KUELTHAU

attorneys at law

111 East Kilbourn, Suite 1400
Milwaukee, WI 53202-6613
414-276-0200

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309093
Page 2

Totals for This Matter

Fees for Professional Services	279.50	
NET CURRENT BILLING FOR THIS MATTER		279.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309093
Page 3

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF June 24, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.02658 LAND CONSERVATION VIOLATIONS

BILLING HISTORY

Last Bill Date	5/27/09
Last Bill-Thru Date	4/30/09
Last Bill Amount	430.00
Last Payment Date	5/15/09
Last Payment Amount	2,386.50

ACCOUNTS RECEIVABLE

0-30 Days	430.00
Over 30 Days	0.00
Over 60 Days	559.00
Over 90 Days.....	2,752.10
Over 120 Days	3,762.50
TOTAL A/R.....	7,503.60

Total Fees Billed	17,045.00
Total Hours Billed	79.60
Total Time Value Billed	
Total Fees Collected	9,543.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309093
Page 4

INVOICE SUMMARY

Total Services:	\$279.50
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$279.50</u>

REMITTANCE

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
 PERSONAL & CONFIDENTIAL
 ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
 305 E. WALNUT STREET
 P.O. BOX 23600
 GREEN BAY, WI 54305-3600

RECEIVED BY
JUL 9 2009
 Brown County
 Corporation Counsel

June 24, 2009
 Invoice 309094
 Page 1

Corp. Counsel

For Services Through May 31, 2009

Our Matter # 18852.04908

HOUSING DISCRIMINATION COMPLAINT

5/4/09	Review of settlement as forwarded by HUD; e-mail regarding executing the same to HUD and Mr. Strong and Mr. Geiser.				
	James M. Kalny	0.30 hrs.	215.00/hr	\$	64.50
5/12/09	E-mails to the parties collecting signatures and determining how to complete the settlement process.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
5/13/09	Series of e-mails and a phone call coordinating the execution and closure of this matter.				
	James M. Kalny	0.30 hrs.	215.00/hr	\$	64.50
Total Fees for Professional Services.....				\$	172.00

Totals for This Matter

Fees for Professional Services	172.00	
NET CURRENT BILLING FOR THIS MATTER		172.00

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
 PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
 THANK YOU.



DAVIS | KUELTHAU

attorneys at law

111 East Kilbourn, Suite 1400
Milwaukee, WI 53202-6613
414-276-0200

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309094
Page 2

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF June 24, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.04908 HOUSING DISCRIMINATION COMPLAINT

BILLING HISTORY

Last Bill Date	5/27/09
Last Bill-Thru Date	4/30/09
Last Bill Amount	1,612.50
Last Payment Date	2/9/09
Last Payment Amount	86.00

ACCOUNTS RECEIVABLE

0-30 Days	1,612.50
Over 30 Days	0.00
Over 60 Days	688.00
Over 90 Days	0.00
Over 120 Days	0.00
TOTAL A/R	2,300.50

Total Fees Billed	6,039.50
Total Hours Billed	29.00
Total Time Value Billed	
Total Fees Collected	3,739.00

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309094
Page 3

INVOICE SUMMARY

Total Services:	\$172.00
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$172.00</u>

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

RECEIVED BY

JUL 9 2009

Brown County
Corporation Counsel

June 24, 2009
Invoice 309095
Page 1

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

Corp. Counsel

For Services Through May 31, 2009

Our Matter # 18852.95427

BROWN COUNTY SHERIFF TRANSPORT OFFICERS

5/20/09	Review of appeal documents and filing; forwarded to County.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
5/21/09	Read through the petition for review; reviewed several cases cited for context.				
	James M. Kalny	1.50 hrs.	215.00/hr	\$	322.50
5/22/09	Interoffice discussion regarding research on Washington County Sheriff authority case and the notion of legislative encroachment on Sheriff powers.				
	James M. Kalny	0.40 hrs.	215.00/hr	\$	86.00
5/22/09	Review of correspondence from Supreme Court and Mr. Cermele and applicable statutes.				
	James M. Kalny	0.40 hrs.	215.00/hr	\$	86.00
5/26/09	Discussion with Mr. Mohr on his take on the petition for review and our next steps.				
	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
5/26/09	Reviewed petition and decision; drafted outline for general arguments; begin pulling the authority needed to draft the response.				
	James M. Kalny	1.20 hrs.	215.00/hr	\$	258.00

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
 PERSONAL & CONFIDENTIAL
 ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
 305 E. WALNUT STREET
 P.O. BOX 23600
 GREEN BAY, WI 54305-3600

June 24, 2009
 Invoice 309095
 Page 2

5/27/09	Completed research and dictated response to petition for review.				
	James M. Kalny	4.30 hrs.	215.00/hr	\$	924.50
5/28/09	Cite check brief and create Table of Authorities per Atty Kalny.				
	Beverly G. Butula	0.80 hrs.	100.00/hr	\$	80.00
5/28/09	Review and revise Response to Petition for Review.				
	Bridget M. Amraen	1.50 hrs.	140.00/hr	\$	210.00
5/28/09	Proofed and inserted cites and references on brief; prepped for printing and transmitted.				
	James M. Kalny	1.80 hrs.	215.00/hr	\$	387.00
Total Fees for Professional Services.....				\$	2,440.00

Reimbursable Costs:

5/31/09	Outside Copy Service		\$	55.07
	Total Reimbursable Costs		\$	55.07

Totals for This Matter

Fees for Professional Services	2,440.00
Reimbursable Costs	55.07

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
 PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
 THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309095
Page 3

NET CURRENT BILLING FOR THIS MATTER 2,495.07

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309095
Page 4

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF June 24, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.95427 BROWN COUNTY SHERIFF TRANSPORT
OFFICERS

BILLING HISTORY

Last Bill Date	5/27/09
Last Bill-Thru Date	4/30/09
Last Bill Amount	86.00
Last Payment Date	2/9/09
Last Payment Amount	6,823.58

ACCOUNTS RECEIVABLE

0-30 Days	86.00
Over 30 Days	0.00
Over 60 Days	0.00
Over 90 Days.....	0.00
Over 120 Days	973.52
TOTAL A/R.....	1,059.52

Total Fees Billed	23,493.50
Total Hours Billed	113.60
Total Time Value Billed	
Total Fees Collected	22,440.00

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

June 24, 2009
Invoice 309095
Page 5

INVOICE SUMMARY

Total Services:	\$2,440.00
Total Reimbursable Costs:	\$55.07
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$2,495.07</u>

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

RECEIVED

JUL 22 2009

HUMAN RESOURCES



DAVIS | KUELTHAU

attorneys at law

111 East Kilbourn, Suite 1400

Milwaukee, WI 53202-6613

414-276-0200

RECEIVED BY

JUL 27 2009

Brown County
Corporation Counsel

July 20, 2009

Invoice 310109

Page 1

BROWN COUNTY

PERSONAL & CONFIDENTIAL

ATTN: MS. DEBORAH KLARKOWSKI, ANALYST

305 E. WALNUT STREET

P.O. BOX 23600

GREEN BAY, WI 54305-3600

For Services Through June 30, 2009

Our Matter # 18852.02658

LAND CONSERVATION VIOLATIONS

6/2/09	Review of final stipulation and press release sent by Michael Best; noted that there was no delineation of attorney fee payment; e-mail to Anne and Bill and the Corporation Counsel to alert them to that and make sure we are OK with that; response e-mail to Michael Best.	James M. Kalny	0.90 hrs.	215.00/hr	\$	193.50
6/5/09	Meeting with Mr. Hafs to execute agreement and discuss press release process; e-mail to DNR to get "sign off" before returning agreement.	James M. Kalny	0.30 hrs.	215.00/hr	\$	64.50
6/9/09	Received final confirmation from DNR; drafted transmittal letters and disseminated to all parties.	James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
6/16/09	Several e-mails and correspondence on DNR release and press release; review of release and e-mail to DNR on same.	James M. Kalny	0.30 hrs.	215.00/hr	\$	64.50
Total Fees for Professional Services.....						\$ 365.50

Totals for This Matter

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

July 20, 2009
Invoice 310109
Page 2

Fees for Professional Services	365.50
NET CURRENT BILLING FOR THIS MATTER	365.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

July 20, 2009
Invoice 310109
Page 3

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF July 20, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.02658 LAND CONSERVATION VIOLATIONS

BILLING HISTORY

Last Bill Date	6/24/09
Last Bill-Thru Date	5/31/09
Last Bill Amount	279.50
Last Payment Date	7/6/09
Last Payment Amount	5,181.60

ACCOUNTS RECEIVABLE

0-30 Days	279.50
Over 30 Days	0.00
Over 60 Days	0.00
Over 90 Days.....	0.00
Over 120 Days	2,322.00
TOTAL A/R.....	2,601.50

Total Fees Billed	17,324.50
Total Hours Billed	80.90
Total Time Value Billed	
Total Fees Collected	14,723.00

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

July 20, 2009
Invoice 310109
Page 4

INVOICE SUMMARY

Total Services:	\$365.50
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$365.50</u>

REMITTANCE

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

RECEIVED

JUL 22 2009

HUMAN RESOURCES



DAVIS | KUELTHAU

attorneys at law

111 East Kilbourn, Suite 1400

Milwaukee, WI 53202-6613

414-276-0200

RECEIVED BY

JUL 27 2009

Brown County
Corporation Counsel

July 20, 2009

Invoice 310110

Page 1

BROWN COUNTY

PERSONAL & CONFIDENTIAL

ATTN: MS. DEBORAH KLARKOWSKI, ANALYST

305 E. WALNUT STREET

P.O. BOX 23600

GREEN BAY, WI 54305-3600

For Services Through June 30, 2009

Our Matter # 18852.95427

BROWN COUNTY SHERIFF TRANSPORT OFFICERS

6/1/09 Reviewed Kocken response.

James M. Kalny	0.40 hrs.	215.00/hr	\$	86.00
----------------	-----------	-----------	----	-------

Total Fees for Professional Services.....	\$	86.00
---	----	-------

Reimbursable Costs:

Westlaw Charges	\$	91.50
-----------------	----	-------

Postage	\$	5.50
---------	----	------

6/17/09 Courier Service 5/29/09	\$	18.05
---------------------------------	----	-------

Total Reimbursable Costs	\$	115.05
--------------------------	----	--------

Totals for This Matter

Fees for Professional Services	86.00
--------------------------------------	-------

Reimbursable Costs	115.05
--------------------------	--------

NET CURRENT BILLING FOR THIS MATTER	201.05
---	--------

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

July 20, 2009
Invoice 310110
Page 2

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF July 20, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.95427 BROWN COUNTY SHERIFF TRANSPORT OFFICERS

BILLING HISTORY

Last Bill Date	6/24/09
Last Bill-Thru Date	5/31/09
Last Bill Amount	2,495.07
Last Payment Date	7/6/09
Last Payment Amount	973.52

ACCOUNTS RECEIVABLE

0-30 Days	2,495.07
Over 30 Days	0.00
Over 60 Days	0.00
Over 90 Days.....	0.00
Over 120 Days	86.00
TOTAL A/R.....	2,581.07

Total Fees Billed	25,933.50
Total Hours Billed	125.90
Total Time Value Billed	
Total Fees Collected	23,407.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

July 20, 2009
Invoice 310110
Page 3

INVOICE SUMMARY

Total Services:	\$86.00
Total Reimbursable Costs:	\$115.05
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$201.05</u>

REMITTANCE

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

RECEIVED

AUG 25 2009

HUMAN RESOURCES

 **DAVIS | KUELTHAU**
attorneys at law

111 East Kilbourn, Suite 1400
Milwaukee, WI 53202-6613
414-276-0200

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

August 24, 2009
Invoice 311436
Page 1

For Services Through July 31, 2009

Our Matter # 18852.04908
HOUSING DISCRIMINATION COMPLAINT

7/10/09 Review of HUD closing letter and attached executed stip. Emails closing file.

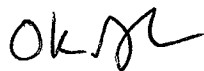
James M. Kalny	0.20 hrs.	215.00/hr	\$	43.00
----------------	-----------	-----------	----	-------

Total Fees for Professional Services.....	\$	43.00
---	----	-------

Totals for This Matter

Fees for Professional Services	43.00
--------------------------------------	-------

NET CURRENT BILLING FOR THIS MATTER	43.00
---	-------

OK 

RECEIVED BY

AUG 26 2009

Brown County
Corporation Counsel

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

August 24, 2009
Invoice 311436
Page 2

MATTER BILLING HISTORY AND ACCOUNTS RECEIVABLE AS OF August 24, 2009

CLIENT: 18852 BROWN COUNTY
MATTER: 18852.04908 HOUSING DISCRIMINATION COMPLAINT

BILLING HISTORY

Last Bill Date	6/24/09
Last Bill-Thru Date	5/31/09
Last Bill Amount	172.00
Last Payment Date	7/6/09
Last Payment Amount	2,300.50

ACCOUNTS RECEIVABLE

0-30 Days	0.00
Over 30 Days	0.00
Over 60 Days	172.00
Over 90 Days.....	0.00
Over 120 Days	0.00
TOTAL A/R.....	172.00

Total Fees Billed	6,211.50
Total Hours Billed	29.80
Total Time Value Billed	
Total Fees Collected	6,039.50

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

BROWN COUNTY
PERSONAL & CONFIDENTIAL
ATTN: MS. DEBORAH KLARKOWSKI, ANALYST
305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

August 24, 2009
Invoice 311436
Page 3

INVOICE SUMMARY

Total Services:	\$43.00
TOTAL SERVICES AND DISBURSEMENTS:	<u>\$43.00</u>

REMITTANCE

PAYMENT OF THIS INVOICE IS DUE WITHIN 30 DAYS
PLEASE MAKE CHECKS PAYABLE TO DAVIS & KUELTHAU, S.C.
THANK YOU.

November 9, 2009

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

LRB-1657/2 REGULATING SELF-INSURED HEALTH PLANS

WHEREAS, legislation has been drafted (LRB-1657/2) in the state legislature that would require the Office of the Commissioner of Insurance (OCI) to regulate self-insured health plans of a city, village, town, county or school district; and

WHEREAS, this proposal would require a self-insured governmental health plan to provide reports and reply to requests for information from OCI; and

WHEREAS, OCI would have to promulgate rules regarding coverage requirements and the level of reserves and surpluses a self-insured governmental health plan must maintain; and

WHEREAS, OCI already has authority to enforce specific coverage requirements for self-insured governmental health plans; and

WHEREAS, OCI would have the authority to seek injunctions or restraining orders as well as impose forfeitures and criminal penalties on self-insured governmental health plans under this proposal; and

WHEREAS, Brown County has a self-insured health plan; and

WHEREAS, Brown County provides a generous health plan to employees without the regulation of OCI; and

WHEREAS, increased regulation would not add value to the health plan but will increase the county's expense to administrate the health plan; and

WHEREAS, counties provide numerous mandated programs on behalf of the state and federal governments while under strict levy and rate limitations; and

WHEREAS, this proposal is another unfunded mandate.

NOW, THEREFORE, BE IT RESOLVED, that Brown County opposes
legislation that would mandate OCI to regulate self-insured governmental health plans;
and

BE IT FURTHER RESOLVED, a copy of this resolution be sent to area
legislators, Governor Doyle and the Wisconsin Counties Association.

Respectfully Submitted,

ADMINISTRATION COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEEST	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
LANGAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

November 9, 2009

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION ADOPTING A POLICY TOWARD CUSTOMER SERVICE

WHEREAS, the Brown County Board recognizes that the citizens of Brown County expect helpful and courteous service from Brown County employees; and

WHEREAS, the Brown County Board desires to adopt a policy encouraging department heads and salaried employees to accommodate the needs of customers of Brown County; and

WHEREAS, the Brown County Board desires to encourage its department heads and salaried employees to continue servicing customers for a reasonable amount of time after the close of normal business hours.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors to adopt a policy whereby its department heads and salaried employees are directed to provide service to customers of Brown County after the close of normal business hours if the service commenced prior to the close of normal business hours and if the service required can be completed within a reasonable amount of time.

Fiscal Impact: Undetermined.

Respectfully submitted,

EXECUTIVE COMMITTEE

November 9, 2009

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS:

Ladies and Gentlemen:

**AN ORDINANCE TO AMEND "SCHEDULE A – RECORDS RETENTION
SCHEDULE – PERSONNEL" APPENDED TO SECTION 3.15 OF THE
BROWN COUNTY CODE**

The Brown County Board of Supervisors does ordain as follows:

Section 1: That portion of "Schedule A – Records Retention Schedule – Personnel"
appended to Section 3.15 of the Brown County Code, is hereby amended to read as follows:

SCHEDULE A

<u>DEPARTMENT</u>	<u>TYPE OF RECORD</u>	<u>METHOD OF PRESERVING</u>	<u>LENGTH OF TIME ORIGINAL TO BE RETAINED</u>	<u>REMARKS</u>
Personnel	1. Employee Personnel File	Original Record	7 years after Separation from Employment	
	2. Applications (Nonemployees)	Original Record	1 Year except Where eligibility list Remains active	
	3. Examination Results	Original Record	3 Years	
	4. EEO - 4 Reports	Original Record	3 Years	
	5. Absentee and Leave Records	Original Record	3 Years	
	6. Job Announcements	Original Record	3 Years	
	7. Job Postings	Original Record	5 Years	
	8. Job History	Original Record	7 years after Separation from Employment	

Section 2: This Ordinance shall become effective upon passage and publication.

Fiscal Impact: None.

Respectfully submitted,

ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Approved by:

COUNTY EXECUTIVE

Dated Signed: _____

Final Draft Approved by Corporation Counsel.

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEEST	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING
CHANGE IN TABLE OF ORGANIZATION
SHERIFF'S DEPARTMENT
(Transfer Accountant position from the Sheriff's Department
to the Department of Administration)

WHEREAS, the present Sheriff's Department Table of Organization includes an Accountant position in pay grade 19, salary range \$51,322 - \$61,280 of the Classification & Compensation Plan; and

WHEREAS, the position was intended to provide accounting services to the Sheriff's Department; and

WHEREAS, as part of the organizational effectiveness initiative to share and centralize services, the Accountant position was evaluated by Human Resources in conjunction with the Sheriff's Department and the Department of Administration; and

WHEREAS, it is recommended that the Accountant position be transferred from the Sheriff's Department Table of Organization to the Department of Administration's Table of Organization to allow for standardized accounting practices, processes and controls and so that this position can provide accounting services primarily for Sheriff's Department and then to other departments within Brown County; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that it hereby approves transferring the Accountant, pay grade 19, salary range \$51,322 - \$61,280 of the Classification & Compensation Plan from the Sheriff's Department Table of Organization to the Department of Administration's Table of Organization; and

BE IT FURTHER RESOLVED that the Accountant, pay grade 19, salary range \$51,322 - \$61,280 of the Classification & Compensation Plan be eliminated from the Sheriff's Department Table of Organization.

Fiscal Impact: None

Respectfully submitted,

ADMINISTRATION COMMITTEE
PUBLIC SAFETY COMMITTEE
EXECUTIVE COMMITTEE

Approved By: _____

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEESE	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

DEBBIE KLARKOWSKI, PHR

PHONE (920) 448-4065 FAX (920) 448-6277 WEB: www.co.brown.wi.us

HUMAN RESOURCES MANAGER

DATE: August 6, 2009

TO: Debbie Klarkowski
Human Resources Manager

FROM: Paula Kazik
Senior Human Resources Analyst

SUBJECT: Sheriff's Department - Accountant

As part of the 2009 organizational effectiveness initiative, Brown County continues to explore shared and centralized services. As part of this initiative, the Accountant position in the Sheriff's Department was evaluated. Discussions were held between Human Resources, Sheriff's Department, and Department of Administration. Additionally, the Accountant tracked his daily duties for a period, which provided the data for the evaluation and supports the recommendation.

This position provides:

- Accounting supports for the Sheriff's Department; assists in the development of the annual budget; assists in the preparation and administration of grants; provides all reports associated with budgets, grants, and other disbursements.
- Oversees and recommends improvements for and monitors cash management, balances and reconciles deposits and payments.
- Prepares internal reports on benefits, expenses, accounts payable and receivables
- Prepares analysis and special reports for proposed staffing changes or new programs.

In addition to providing support for the above mentioned duties, the Accountant position:

- Counts receipts from cash drawers and prepares deposits
- Collects, sorts, alphabetize, photocopy and deliver time cards to payroll
- Maintain department records regarding paid leave and reconcile periodically to payroll records.

The department utilizes this position at the skill and credentials of an accountant infrequently as a resource for compilation of data, and monthly and annually reporting. Other duties brought out as a result of the evaluation can be performed by a position requiring an Associates Degree. The financial system the county has recently implemented will allow for easier access to financial related information and will eliminate the need for the accountant to create and maintain financial spreadsheets at a department level.

Recommendation:

The relocation of the Sheriff's Department Accountant position to the Department of Administration will provide a better value to Brown County by;

- Allow for standardizing of accounting practices, processes, and controls
- Allow for cross training and provide accounting services to other county departments
- Focus on Sheriff's department's duties and requirements, but use the skills/credentials on true accounting duties.

Therefore, Human Resources is recommending the deletion of one (1) FTE Accountant position in the Sheriff's Department Table of Organization and the addition of one (1) FTE Accountant Position in the Department of Administration Table of Organization.

Attached, please find the fiscal impact associated with the above recommendations.

Accountant (transfer 1.0 FTE from sheriff dept to admin)

Total Fiscal Impact: \$0

2009 Annual Fiscal Impact:

		<u>Add to Admin</u>	<u>Delete from Sheriff</u>	<u>Net fiscal Impact</u>
Salary		54,449	(54,449)	-
Fica	3,990			
Health	17,333			
Dental	1,164			
Life	53			
LTD	196			
Ret	2,450			
Ret Cr	3,212			
Total Fringe		28,399	(28,399)	-
Total Salary & Fringe Impact		82,848	(82,848)	-

2009 Fiscal Impact 11/1/09 - 12/31/09:

		<u>Add to Admin</u>	<u>Delete from Sheriff</u>	<u>Net fiscal Impact</u>
Salary		9,075	(9,075)	-
Fica	665			
Health	2,889			
Dental	194			
Life	9			
LTD	33			
Ret	408			
Ret Cr	535			
Total Fringe		4,733	(4,733)	-
Total Salary & Fringe Impact		13,808	(13,808)	-

Pre-tax deducts

Health	1405.32
Dental	94.44
Life	60
Health Spending	312
Parking	420
Total Pre-tax Deducts	<u>2291.76</u>

November 9, 2009

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING
CHANGE IN TABLE OF ORGANIZATION
DEPARTMENT OF ADMINISTRATION /
INFORMATION SERVICES

WHEREAS, the present Department of Administration Table of Organization includes the Information Services Department; and

WHEREAS, a motion was made for the Information Services Department to become a stand alone department with the Director of Information Services reporting to the County Executive; and

WHEREAS, it is recommended that the following Information Services positions become a stand alone department:

1 FTE Information Services Director	3 FTE Network Support Specialist
1 FTE Office Manager I	1 FTE Data/Telecom. Specialist
1 FTE System Administrator	1 FTE Network Support Clerk
1 FTE Management Information Coord. - PSC	1 FTE IT Client Support Specialist
1 FTE Management Information Specialist	1 FTE Applications Support Mgr.
1 FTE Network Support Manager	5.5 FTE Programmer/Analyst II

WHEREAS, it is further recommended that the Project Team managing the implementation of the new financial system remain under the Department of Administration's Table of Organization; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that it hereby approves Information Services becoming a stand alone department reporting to the County Executive; and

BE IT FURTHER RESOLVED that the Project Team managing the implementation of the new financial system will remain under the Department of Administration's Table of Organization; and

BE IT FURTHER RESOLVED that these changes to the Department of Administration and Information Services Table of Organization be effective January 1, 2010.

Fiscal Impact: None

Respectfully submitted,

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEESE	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Department of Administration)

WHEREAS, a New Position or Position Deletion Request was submitted by the Department of Administration during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, in an effort to streamline processes, the Department of Administration and Human Resources recommends a reorganization between the departments to include the addition of 1.00 FTE Risk Manager to transfer of the risk and liability function to the Purchasing division of Administration where efforts currently cross over into contract review and insurance requirements and certificates. In addition, with the deletion of (1.00) FTE Payroll Supervisor and (1.50) FTE Payroll Specialist, the payroll function will transfer to Human Resources to allow a better flow of communications between contract negotiations and the administration of contracts; and

WHEREAS, the Department of Administration further recommends deleting (1.00) FTE Software Support Specialist and (.75) FTE Co-op Student/Student Intern.

Risk Manager	1.00	ADDITION
Payroll Supervisor	(1.00)	DELETION
Payroll Specialist	(1.50)	DELETION
Software Support Specialist	(1.00)	DELETION
Co-op Student/Student Intern	(.75)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Risk Manager	1.00	Addition	\$ 72,566	\$ 26,985	\$ 99,551
Payroll Supervisor	(1.00)	Deletion	\$(55,538)	\$(23,686)	\$(79,224)
Payroll Specialist	(1.50)	Deletion	\$(59,705)	\$(33,602)	\$(93,307)
Software Support Specialist	(1.00)	Deletion	\$(53,208)	\$(24,997)	\$(78,205)
Co-op Student/Student Intern	(.75)	Deletion	\$(12,870)	\$(1,120)	\$(13,990)

Total Fiscal Impact (Department of Administration)			<u>\$(108,755)</u>	<u>\$(56,420)</u>	<u>\$(165,175)</u>
---	--	--	---------------------------	--------------------------	---------------------------

Respectfully submitted,

ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Facility & Park Management Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Facility & Park Management Department during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, the Facility and Park Management Department recommends the deletion of (1.00) FTE Document Center Manager and (1.00) FTE Document Center Specialist. The addition of 1.00 FTE Lead Document Center Specialist is recommended to oversee the daily functions of the Document Center; and

WHEREAS, the Facility and Park Management Department further recommends the addition of .50 FTE Facility Mechanic due to a Facility Tech splitting duties between the Jail and CTC creating a shortage at the Jail; and

WHEREAS, the Facility and Park Management Department recommends the addition of .38 FTE Mail Clerk to better fit the needs of the department; and

WHEREAS, the Facility and Park Management Department recommends the deletion of (.50) FTE Maintenance Worker II, (2.50) FTE Housekeeper I, (.50) FTE Electrician and (.38) FTE Co-op Student/Student Intern.

Document Center Manager	(1.00)	DELETION
Document Center Specialist	(1.00)	DELETION
Lead Document Center Specialist	1.00	ADDITION
Facility Mechanic	.50	ADDITION
Mail Clerk	.38	ADDITION
Maintenance Worker II	(.50)	DELETION
Housekeeper I	(2.50)	DELETION
Electrician	(.50)	DELETION
Co-op Student/Student Intern	(.38)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Document Center Manager	(1.00)	Deletion	\$(55,538)	\$(23,686)	\$(79,224)
Document Center Specialist	(1.00)	Deletion	\$(36,000)	\$(21,663)	\$(57,663)
Lead Document Center Specialist	1.00	Addition	\$ 40,819	\$ 22,596	\$ 63,415
Facility Mechanic	.50	Addition	\$ 21,754	\$ 11,559	\$ 33,313
Mail Clerk	.38	Addition	\$ 11,273	\$ 7,766	\$ 19,039
Maintenance Worker II	(.50)	Deletion	\$(17,784)	\$(10,790)	\$(28,574)
Housekeeper I	(2.50)	Deletion	\$(64,548)	\$(49,228)	\$(113,776)
Electrician	(.50)	Deletion	\$(30,643)	\$(13,281)	\$ (43,924)
Co-op Student/Student Intern	(.38)	Deletion	\$(6,521)	\$(567)	\$(7,088)
Total Fiscal Impact (Facility & Park Management Department)			<u>\$(137,188)</u>	<u>\$(77,294)</u>	<u>\$(214,482)</u>

Respectfully submitted,

ADMINISTRATION COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Human Resources Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Human Resources Department during the 2010 budget process; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, in an effort to streamline processes, the Department of Administration and Human Resources recommends a reorganization between the departments to include the deletion of (1.00) FTE Risk/Benefits Administrator from Human Resources and the transfer of the risk and liability function to the Purchasing division of Administration where efforts currently cross over into contract review and insurance requirements and certificates. In addition, the payroll function will transfer to Human Resources with the addition of a 1.00 FTE Benefits & Compensation Manager and 1.50 FTE Payroll Specialist to allow a better flow of communications between contract negotiations and the administration of contracts; and

WHEREAS, the Human Resources Department recommends the deletion of (1.00) FTE Planning, Evaluation & Quality Management position and the addition of 1.00 FTE Organizational Development Coordinator to coordinate the organizational effectiveness initiative and perform analyst duties; and

WHEREAS, the Human Resources Department recommends the addition of 1.00 FTE Safety Coordinator to assume all safety program efforts for Brown County upon completion of the current safety consultant's role; and

WHEREAS, due to streamlining processes, the Human Resources Department recommends the deletion of (1.00) FTE Human Resources Coordinator, the deletion of (1.00) FTE Benefits Program Coordinator and the deletion of (1.00) FTE Co-op Student/Student Intern; and

WHEREAS, with the implementation of the HR/Payroll system in Phase II of the Financial System Project, the addition of .75 FTE Extra Help may be required.

Risk/Benefits Administrator	(1.00)	DELETION
Benefits & Compensation Manager	1.00	ADDITION
Payroll Specialist	1.50	ADDITION
Safety Coordinator	1.00	ADDITION
Planning, Evaluation & Quality Management	(1.00)	DELETION
Organizational Development Coordinator	1.00	ADDITION
Human Resources Coordinator	(1.00)	DELETION
Benefits Program Coordinator	(1.00)	DELETION

Co-op Student/Student Intern
Extra Help

(1.00)
.75

DELETION
ADDITION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Risk/Benefits Administrator	(1.00)	Deletion	\$(63,960)	\$(25,319)	\$(89,279)
Benefits & Compensation Mgr.	1.00	Addition	\$ 66,462	\$ 25,803	\$ 92,265
Payroll Specialist	1.50	Addition	\$ 63,437	\$ 31,683	\$ 95,120
Safety Coordinator	1.00	Addition	\$ 50,979	\$ 22,804	\$ 73,783
Planning, Eval. & Quality Mgmt.	(1.00)	Deletion	\$(60,896)	\$(24,725)	\$(85,621)
Organizational Development Coord.	1.00	Addition	\$ 66,315	\$ 25,774	\$ 92,089
Human Resources Coordinator	(1.00)	Deletion	\$(39,304)	\$(20,543)	\$(59,847)
Benefits Program Coordinator	(1.00)	Deletion	\$(40,953)	\$(20,862)	\$(61,815)
Co-op Student/Student Intern	(1.00)	Deletion	\$(17,160)	\$(1,493)	\$(18,653)
Extra Help	.75	Addition	\$ 22,402	\$ 1,949	\$ 24,351
Total Fiscal Impact (Human Resources Department)			<u>\$ 47,322</u>	<u>\$ 15,071</u>	<u>\$ 62,393</u>

Respectfully submitted,

ADMINISTRATION COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Museum)

WHEREAS, a New Position or Position Deletion Request was submitted by the Museum during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization; and

WHEREAS, the Museum recommends the deletion of (1.00) FTE Recorder.

Recorder	(1.00)	DELETION
----------	--------	----------

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Recorder	(1.00)	Deletion	\$(33,400)	\$(21,160)	\$(54,560)
Total Fiscal Impact (Museum)			<u>\$(33,400)</u>	<u>\$(21,160)</u>	<u>\$(54,560)</u>

Respectfully submitted,

EDUCATION & RECREATION COMMITTEE

EXECUTIVE COMMITTEE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Aging and Disability Resource Center)

WHEREAS, a New Position or Position Deletion Request was submitted by the Aging and Disability Resource Center (ADRC) during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, the ADRC recommends the addition of 2.00 FTE I&A Specialist and 1.00 FTE Benefits Assistant to administer the long-term care eligibility screening process beginning in January, 2010, per the State awarded contract; and

WHEREAS, the ADRC further recommends the deletion of (.50) FTE Fiscal Agent Assistant.

I&A Specialist	2.00	ADDITION
Benefits Assistant	1.00	ADDITION
Fiscal Agent Assistant	(.50)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
I&A Speciality	2.00	Addition	\$ 97,802	\$44,802	\$142,604
Benefits Assistant	1.00	Addition	\$ 39,304	\$20,543	\$ 59,847
Fiscal Agent Assistant	(.50)	Deletion	\$(14,423)	\$(9,259)	\$(23,682)
Total Fiscal Impact (ADRC)			<u>\$122,683</u>	<u>\$56,086</u>	<u>\$178,769</u>

Respectfully submitted,
HUMAN SERVICES COMMITTEE
EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEEST	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Health Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Health Department during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, the Health Department recommends the deletion of (.05) FTE Public Health Educator.

Public Health Educator	(.05)	DELETION
------------------------	-------	----------

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Public Health Educator	(.05)	Deletion	\$(2,785)	\$(1,186)	\$(3,971)
Total Fiscal Impact (Health Department)			<u>\$(2,785)</u>	<u>\$(1,186)</u>	<u>\$(3,971)</u>

Respectfully submitted,

HUMAN SERVICES COMMITTEE

EXECUTIVE COMMITTEE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Human Services Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Human Services Department during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, the Human Services Department recommends the deletion of (1.00) FTE Clerk III/Data Control and the addition of 1.00 FTE Clerk III to better reflect the duties of the position; and

WHEREAS, the Human Services Department further recommends the deletion of (.50) FTE Staff Development Coordinator, (2.0) FTE Social Worker/Case Manager, (1.0) FTE Clerk I, (1.0) FTE Staff RN and (1.0) FTE Records Management Clerk.

Clerk III/Data Control	(1.00)	DELETION
Clerk III	1.00	ADDITION
Staff Development Coordinator	(.50)	DELETION
Social Worker/Case Manager	(2.00)	DELETION
Clerk I	(1.00)	DELETION
Staff RN	(1.00)	DELETION
Records Management Clerk	(1.00)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Clerk III/Data Control	(1.00)	Deletion	\$(33,954)	\$(21,267)	\$(55,221)
Clerk III	1.00	Addition	\$ 33,954	\$ 21,267	\$ 55,221

Staff Development Coordinator	(.50)	Deletion	\$(21,901)	\$(10,707)	\$(32,608)
Social Worker/Case Manager	(2.00)	Deletion	\$(116,764)	\$(51,998)	\$(168,762)
Clerk I	(1.00)	Deletion	\$(29,290)	\$(20,364)	\$(49,654)
Staff RN	(1.00)	Deletion	\$(57,264)	\$(25,782)	\$(83,046)
Records Management Clerk	(1.00)	Deletion	\$(31,491)	\$(20,789)	\$(52,280)

Total Fiscal Impact
(Human Services Department)

\$(256,710) \$(129,640) \$(386,350)

Respectfully submitted,

HUMAN SERVICES COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEEST	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Sheriff's Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Sheriff's Department during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization;

WHEREAS, the Sheriff's Department recommends the deletion of (1.00) FTE Secretary III and (.50) FTE Civil Process Clerk.

Secretary III	(1.00)	DELETION
Civil Process Clerk	(.50)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Secretary III	(1.00)	Deletion	\$(34,155)	\$(21,305)	\$(55,460)
Civil Process Clerk	(.50)	Deletion	\$(17,961)	\$(10,824)	\$(28,785)
Total Fiscal Impact (Sheriff's Department)			<u>\$(52,116)</u>	<u>\$(32,129)</u>	<u>\$(84,245)</u>

Respectfully submitted,

PUBLIC SAFETY COMMITTEE

EXECUTIVE COMMITTEE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Planning and Land Services Department)

WHEREAS, a New Position or Position Deletion Request was submitted by the Planning and Land Services Department during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization; and

WHEREAS, the Planning and Land Services Department recommends the addition of .29 FTE Co-op Student/Student Intern; and

Co-op Student/Student Intern	.29	ADDITION
------------------------------	-----	----------

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Co-op Student/Student Intern	.29	Addition	\$ 4,976	\$ 433	\$ 5,409
Total Fiscal Impact (Planning and Land Services Department)			<u>\$ 4,976</u>	<u>\$ 433</u>	<u>\$ 5,409</u>

Respectfully submitted,

PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE

EXECUTIVE COMMITTEE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(Register of Deeds)

WHEREAS, a New Position or Position Deletion Request was submitted by the Register of Deeds during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization; and

WHEREAS, the Register of Deeds Department recommends the deletion of (1.0) FTE Clerk/Typist III.

Clerk/Typist III

(1.00)

DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Clerk/Typist III	(1.00)	Deletion	<u>\$(32,331)</u>	<u>\$(20,953)</u>	<u>\$(53,284)</u>
Total Fiscal Impact (Register of Deeds)			<u>\$(32,331)</u>	<u>\$(20,953)</u>	<u>\$(53,284)</u>

Respectfully submitted,

PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE

EXECUTIVE COMMITTEE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING NEW OR DELETED POSITIONS
DURING THE 2010 BUDGET PROCESS
(UW Extension)

WHEREAS, a New Position or Position Deletion Request was submitted by UW Extension during the 2010 budget process; and

WHEREAS, the Human Resources Department has reviewed the request with the department; and

WHEREAS, the department has justified an increase in workload to support the new positions or has identified positions to be eliminated from the table of organization; and

WHEREAS, UW Extension recommends the following changes to their limited-term project and grant staff. The addition of .26 FTE Horticulture Research Assistant - LTE, .05 FTE Marketing Coordinator, .15 FTE Ag Student Assistant - LTE, .05 FTE Co-op Student/Student Intern; and

WHEREAS, UW Extension further recommends the deletion of (.45) FTE Education Coordinator - LTE, (.18) FTE Garden Assistant - LTE, and (.13) FTE Horticultural Grounds Assistant - LTE.

Horticulture Research Assistant - LTE	.26	ADDITION
Marketing Coordinator	.05	ADDITION
Ag Student Assistant - LTE	.15	ADDITION
Co-op Student/Student Intern	.05	ADDITION
Education Coordinator - LTE	(.45)	DELETION
Garden Assistant - LTE	(.18)	DELETION
Horticultural Grounds Assistant - LTE	(.13)	DELETION

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the following changes to the table of organization requested through the 2010 budget process be effective January 1, 2010.

Fiscal Impact Salary and Fringe Benefits

<u>Position Title</u>	<u>FTE</u>	<u>Addition/ Deletion</u>	<u>Salary</u>	<u>Fringe</u>	<u>Total</u>
Horticulture Research Asst. - LTE	.26	Addition	\$ 4,462	\$ 388	\$ 4,850
Marketing Coordinator	.05	Addition	\$ 1,560	\$ 136	\$ 1,696
Ag Student Assistant - LTE	.15	Addition	\$ 3,120	\$ 271	\$ 3,391
Co-op Student/Student Intern	.05	Addition	\$ 858	\$ 75	\$ 933

Education Coordinator - LTE	(.45)	Deletion	\$(14,040)	\$(1,222)	\$(15,262)
Garden Assistant - LTE	(.18)	Deletion	\$(4,867)	\$(424)	\$(5,291)
Horticulture Grounds Asst. - LTE	(.13)	Deletion	\$(2,096)	\$(182)	\$(2,278)

Total Fiscal Impact (UW Extension)			<u>\$(11,003)</u>	<u>\$(958)</u>	<u>\$(11,961)</u>
---	--	--	--------------------------	------------------------	--------------------------

Respectfully submitted,

PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE

EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE

Date Signed: _____

Final Draft Approved by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
WARPINSKI	1			
DE WANE	2			
NICHOLSON	3			
THEISEN	4			
KRUEGER	5			
HAEFS	6			
ERICKSON	7			
BRUNETTE	8			
ZIMA	9			
EVANS	10			
VANDER LEEST	11			
JOHNSON	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
ANDREWS	15			
KASTER	16			
KNIER	17			
WILLIAMS	18			
FLECK	19			
CLANCY	20			
WETZEL	21			
MOYNIHAN	22			
SCRAY	23			
HOEFT	24			
LUND	25			
FEWELL	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____